

DIA DECLASSIFICATION/RELEASE INSTRUCTIONS ON FILE

DEFENSE INTELLIGENCE AGENCY
REGULATION NO. 23-1

HEADQUARTERS, DEFENSE
INTELLIGENCE AGENCY
WASHINGTON, D.C. 20301
26 October 1972

DOD INTELLIGENCE CAREER DEVELOPMENT PROGRAM

INTELLIGENCE CAREER DEVELOPMENT PROGRAM

1. PURPOSE: To implement DoD Directive 5010.10, 9 August 1972, and prescribe responsibilities and procedures relating to the DoD General Intelligence Career Development Program.
2. APPLICABILITY: This regulation applies to the Defense Intelligence Agency (DIA), the Military Departments and the Unified and Specified Commands.
3. SUPERSESSSION: This regulation supersedes DIAI 23-1, "DoD Intelligence Career Development Program Reports, RCS: DD-DIA(A)D7," 25 August 1970.
4. REFERENCES:
 - a. DoD Directive 5105.21, "Defense Intelligence Agency," 1 August 1961.
 - b. DoD Directive 5010.10, "Intelligence Career Development Program," 9 August 1972.
 - c. DIAI 23-2, "Unified Command and Agency Requirements for Qualified Intelligence Personnel."
5. AUTHORITY: This publication provides intelligence guidance to all DoD components and is issued under the authority delegated in DoD Directive 5105.21, "Defense Intelligence Agency," and amplified in the Defense Intelligence Plan by the Secretary of Defense to the Director, Defense Intelligence Agency.
6. RESPONSIBILITIES:
 - a. The Director, DIA, will establish a DoD career development program designed to provide civilian General Intelligence career personnel for duty with the DIA, Service intelligence staffs, and the Unified and Specified Commands. He will also review and coordinate career development programs for military General Intelligence career personnel. Cryptologic personnel come under the purview of the Director, National Security Agency/Chief, Central Security Service (see reference 4.b). Within the DIA, responsibilities for a DoD-wide General Intelligence Career Development Program (ICDP) are assigned to the Deputy Director for Personnel, Career Development, and Training.

(1) Civilian General Intelligence Career Development Program. The development of a single DoD Civilian General Intelligence Career Program to fulfill the objectives of reference 4.b involves the following specific responsibilities:

- (a) Delineate the civilian General Intelligence field within the DoD.

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(b) Provide for career patterns and overall assignment and promotion opportunity in the DoD-wide civilian General Intelligence field.

(c) Develop and manage a central referral system for all civilian billets and personnel in the DoD-wide General Intelligence career field.

(d) Develop, review, and coordinate a civilian General Intelligence Career master training and development plan outlining mandatory and desirable education and training available for broadening background and potential for professional development and improvement of knowledge and skills.

(e) Provide procedures, standards, and guidance for the operation of the civilian General Intelligence Career program including selection, appointment, job classification, qualification standards, promotion, rotational assignment, mobility, and utilization of career panels and boards.

(f) Evaluate the adequacy of the career program for civilian General Intelligence personnel in the DoD.

(2) Military General Intelligence Career Development Programs. In the process of review and coordination of the military career programs, a continuing need exists for the mutual exchange of information and ideas and for on-going discussion and study of problems of common interest. Specifically, the responsibilities of the Deputy Director for Personnel, Career Development, and Training for military General Intelligence Career Programs are:

(a) Review and coordination of the military General Intelligence Career Development programs.

(b) Evaluate the adequacy of career programs for military General Intelligence personnel in the DoD.

b. The Military Departments will:

(1) Work closely with the DIA in establishing a program for the career development of civilian General Intelligence personnel and support the establishment of a central referral system.

(2) Insure that military and civilian Intelligence Career Development Programs complement each other and are effectively coordinated.

(3) Evaluate the effectiveness and adequacy of career programs for military and civilian intelligence personnel.

c. The Unified and Specified Commands will participate in the ICDP's for General Intelligence personnel in consonance with references 4.b and c and pertinent directives of the Military Departments. They will work closely with the DIA in the operation of the established program for the career development of civilian General Intelligence personnel.

7. PROCEDURES:

a. DIA will establish and chair the following:

(1) A civilian ICDP Planning Group, a joint DIA-Departmental group, which will meet as required to exchange information and achieve coordination in planning for and developing the Civilian General Intelligence Career Development Program.

(2) A military ICDP Standing Group, a joint DIA-Departmental group, which will meet as required to provide a working level forum to address problems of common interest relative to military General Intelligence career development programs.

b. The Military Departments will:

(1) Designate representatives to the Civilian ICDP Planning Group and the Military ICDP Standing Group. Military Department members should be thoroughly knowledgeable of their civilian and/or military personnel and intelligence career programs and should be empowered to speak for the Department in matters under discussion.

(2) Provide to the DIA on a routine and recurring basis copies of Departmental/Service directives and documents pertinent to civilian and military General Intelligence career programs.

8. REPORTS:

a. Military Departments: Reports will be in accordance with the provisions of reference 4.b.

b. Unified and Specified Commands: Submit to DIA (ATTN: Deputy Director for Personnel, Career Development, and Training) a brief annual report, subject: Intelligence Career Development Program, RCS: DD-DIA(A)D10, in narrative form regarding experience and training of assigned military and civilian general intelligence personnel. (RCS: DD-DIA(A)D7, prescribed by DIAI 23-1 is rescinded.) An overall assessment of qualifications of assigned personnel, by Service, in relation to validated position requirements, together with any other comments deemed appropriate, is desired. An assessment of general intelligence personnel assigned to components within the Command will also be included. When deficiencies or omissions in current training are noted, constructive criticism and specific recommendations are encouraged as a means of improving training curricula and the qualifications of intelligence personnel. Submission of suggested topics for consideration by the Military or Civilian ICDP Groups, noted in paragraph 7 is encouraged.

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c. The Directorate for Personnel, Career Development, and Training, DIA will prepare a brief annual report in narrative form providing an overall assessment of the qualifications of assigned military personnel, by Service, in relation to validated position requirements.

d. Unified and Specified Command and internal DIA reports will be submitted to arrive no later than 20 January.

FOR THE DIRECTOR:

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